

Sullivan County NH

Type of meeting: Board of Commissioners Executive Session Meeting

Minutes – Union Negotiations Matter

Date/Time: Tuesday, October 17, 2006, 3:10 PM

Place: Unity County Complex, Sullivan County Health Care
Frank Smith Living Room

Attendees: Commissioners Donald S. Clarke - *Chair*, Ben C. Nelson – *Vice Chair* and Ethel Jarvis - *Clerk*; Ed Gil de Rubio – *County Manager*; Peter Farrand - *Human Resources Director*; and Sharon Johnson-Callum (minute taker).

3:10 A motion was made, by Commissioner Nelson, to return to Executive Session to discuss Union negotiation matters [RSA 91-A:3.II.c/e]. Commissioner Jarvis seconded the motion. There was no discussion. A roll call vote was taken. The motion carried, unanimously.

Mr. Gil de Rubio indicated they've held several meetings, which are going quite well. The cost of health care is a major issue on the table. He indicated Peter Farrand and Sam Fletcher are really good on providing information. They participated in a health savings seminar hosted by the Local Government Center, where they learned the pros and cons of the different plans. Mr. Farrand discussed the two different plans: *health savings accounts* - that can be rolled over at the end of the year to the next year and the *flex savings accounts* - which cannot be rolled forward. They feel the health savings accounts are not a good fit for the County employees – it is completely employee contribution, deductibles are \$2,500 and \$5,000 per family, and the plans are complex. They are proposing the flex savings plan to the Union. In the flex saving plans, funds can be used only for medical related expenses, and controlled by the County as owner; whereas, the health savings accounts are owned by employees with no control over what the funds are used for – could go to household items, etc. Deductibles are \$250 single/\$500 for 2 person/\$750 for family. Savings determined is without any cost to employee. They are keeping the current insurance rates. Changes on co-pays and prescription drug plans discussed with the Union. Total savings for plan would be around \$318,000 just by changing the co-pay. Co-pays proposed were: doctor's visit - increase from \$5 to \$10, r emergency room visits – increased from \$25 to \$75, and change the \$1 prescription orders to \$30 for a 30-day order. Mr. Gil de Rubio briefly spoke about the *Health Monitor Report*. Mr. Farrand confirmed the electronic colored format would be provided to the Commissioners. Mr. Farrand noted the Union received the proposals with "interest". It was noted they are also proposed increasing the payment to employees who don't take the County insurance from \$40 to \$100 per month.

3:23 A motion was made, by Commissioner Nelson, to come out of Executive Session. Commissioner Jarvis seconded the motion. There was no discussion. A voice vote was taken. The motion carried, unanimously.

Respectfully submitted,

A handwritten signature in cursive script that reads "Ethel Jarvis".

*Ethel Jarvis, Clerk
Board of Commissioners*

EJ/s.j-c.